

Executive Salary Report for Washington State's Top Three Health Insurers

CEO 1999 COMPENSATION Top Three Health Insurance Carriers in Washington State

Year	Salary	Bonus	Other	Total
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Premera Blue Cross (formerly Blue Cross of Washington & Alaska and Medical Services Corp. of E. Washington)

1999	\$367,536	\$363,726	\$ 5,388	\$736,650
1998	\$454,801	\$ ---	\$ 3,468	\$458,270
1997	\$429,563	\$ 76,586	\$ 4,927	\$511,076
1996	\$400,000	\$ 70,754	\$11,160	\$481,914
1995	\$360,215	\$378,372	\$ 3,524	\$742,111
1994	\$256,992	\$225,834	\$ 4,450	\$487,276
1993	\$221,291	\$185,004	--	\$406,295

Top Executives Salaries

Premera Blue Cross (Formerly Blue Cross WA and MSC of Eastern Wash.)					
	1999	1998	1997	1996	1995
CEO, Betty Woods	\$736,650	\$458,270	\$511,076	\$481,914	\$742,111
Exec. VP/COO, Herbert Barlow	\$467,163	\$365,108	\$259,971	-----	-----
Exec. VP/Gen. Counsel, Yoram Milo	\$499,625	\$364,446	\$295,777	\$209,929	-----
Exec.VP/Chief Actuary, Andrew Wang	\$363,587	\$323,222	\$217,565	-----	-----
Exec. VP, Meredith W. Mathews	\$437,164	\$237,892	\$209,648	\$175,089	-----
Senior VP, Brian Ancell	\$316,514	\$173,957	\$155,550	-----	-----
Senior VP, Corbin Butler	\$309,950	\$223,623	\$46,048	-----	-----
CFO/Treasurer, Kent Marquardt	\$300,717	\$72,485	-----	-----	-----
Senior VP, Alfred Anderson	\$268,169	\$232,968	\$175,085	-----	-----
Senior VP, Sri Sagadevan	\$261,707	\$60,085	-----	-----	-----
*Includes compensation as executives of Premera subsidiary Health Plus.					

CEO 1999 COMPENSATION

Year	Salary	Bonus	Other	Total
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Group Health Cooperative of Puget Sound (affiliated with Group Health NW, Options & Virginia Mason)

1999	\$277,977	\$50,055	\$ 12,115	\$340,147
1998	\$ --	\$35,000	\$338,746	\$373,746*
	\$236,852	\$42,304	\$ 3,398	\$282,554**
1997	\$202,466	--	\$149,141	\$351,607*
	\$233,735	--	\$ 25,846	\$259,581**
1996	\$449,100	--	\$ 17,401	\$466,501
1995	\$451,181	--	\$ 2,234	\$453,415
1994	\$415,800	--	\$ 17,907	\$433,707
1993	\$398,227	\$66,000	\$ 2,811	\$467,038

* former CEO Nudelman ** new CEO Scott

Top Executives Salaries

Group Health Cooperative/Group Health Northwest/Virginia Mason/Options*					
	1999	1998	1997	1996	1995
CEO, Cheryl Marie Scott	\$340,147	\$282,554	\$259,581	\$242,255	-----
Vice President, Patricia Kennedy-Scott	\$254,102	\$260,113	\$217,319	\$248,410	-----
Vice President, John R. Long	\$252,819	\$250,730	\$223,879	\$241,228	-----
VP/Network, Scott Armstrong	\$245,679	\$241,448	\$158,211	\$146,211	-----
VP/Quality & Systems, Dorothy Teeter	\$202,759	\$162,595	\$148,281	\$102,616	-----
Treasurer/CFO, James Truess	\$211,413	\$162,000	\$122,611	-----	-----
VP Marketing, Maureen McLaughlin	\$195,267	\$122,300	-----	-----	-----
VP Human Resources, Brenda Tolbert	\$181,295	\$121,188	\$167,552	-----	-----
VP General Counsel, Rick Woods	\$180,797	\$140,000	\$131,359	-----	-----
*Some GHC executives also serve as officers with subsidiaries Options and Virginia Mason/Group Health Alliance					

CEO 1999 COMPENSATION

Year	Salary	Bonus	Other	Total
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Regence BlueShield (formerly Regence Washington/King County Medical/Pierce County Medical)

1999	\$459,457	\$ 98,680	\$ 36,823	\$599,850*
1998	\$386,003	\$163,607	\$ 38,339	\$587,949*
1997	\$547,297	\$154,200	\$113,273	\$814,770**
	\$333,105	\$ 73,994	\$ 82,388	\$489,487***
1996	\$455,230	\$170,210	\$114,143	\$739,583
1995	\$423,564	\$132,500	\$ 71,218	\$627,282
1994	\$424,001	\$70,000	\$259,661	\$753,662
1993	\$424,304	\$70,000	\$164,709	\$659,013

- includes compensation from several Regence subsidiaries ** retiring CEO Francis; *** new CEO Nelson

Top Executives Salaries

Regence BlueShield					
	1999	1998	1997	1996	1995
CEO, Richard D. Nelson*	\$599,850	\$587,949	\$489,487	\$443,662	-----
General Counsel/VP, John Pierce*	\$244,397	\$268,297	\$247,783	\$238,951	\$170,945
Executive VP, Richard Thomas	\$258,555	\$267,499	\$248,665	\$388,969	\$356,571
VP Boeing, Mary McWilliams	\$285,793	\$245,169	\$543,267	\$170,276	\$160,500
COO/Tacoma, John Holterman	\$211,011	\$228,313	\$217,601	\$182,407	\$177,684
Senior VP External Svcs, John Carlson	\$218,492	\$130,606	-----	-----	-----
Medical Director, Mark Soller	\$198,521	\$216,804	\$184,387	-----	-----
VP Marketing, Martin Andrews	\$206,492	\$192,018	\$182,495	-----	-----
VP Region 1, James Vance	\$184,702	\$198,004	\$179,124	-----	-----
VP Healthcare Svcs., Jeff Robertson	\$200,866	-----	-----	-----	-----
RegenceCare, Bryan Heinrich	\$119,911	\$181,012	\$164,078	-----	-----
* includes compensation listed by Regence subsidiaries Regence NW Health and RegenceCare					

For more information contact:

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